Termly Safeguarding Report to Governors
March 2023

Michaela Community School

Date report completed:	10th March 2023
Report period covered:	Spring term 2023
Date presented to governing board:	22nd March 2023
Author and role:	K. Ashford, Deputy DSL and Deputy Head
Safeguarding link governor:	Stephanie Ting

Safeguarding Training

- All new teaching staff received safeguarding training in September 2022.
- All existing teaching staff received annual top-up training in September 2022.
- All support staff receive training on first day of working at the school.
- All support staff received annual top-up training.
- All governors have received safeguarding training.
- All governors will receive top-up training in the Autumn Term meeting.
- Records of all training, including attendance lists and sign-off sheets, are kept by the Designated Safeguarding Lead, Charlie Burkitt.

Specialist Training

- All teaching and support staff carry out Prevent Training before they join the school. Certificates are kept on record.

Top-Up Training

- We carry out regular 'top up training' for teaching and support staff. This includes:
  - Updates to KCSIE and other government guidance
  - Relevant legislation and updates to legislation
  - Signs of abuse
  - Reporting procedures including reporting to LADO
  - Staff involved in safeguarding protocol
  - Children most at risk and how to support them

Recruitment

As governors are aware, we take a number of steps to ensure our recruitment processes are safe. This begins with the job advert, where we state our commitment to safer recruitment practices. Relevant staff overseeing the recruitment process receive regular safer recruitment training. They ask important safe recruitment questions at interview. Once appointed, all new staff undergo rigorous safeguarding checks and records are kept in staff files and on the Single Central Register.

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Safeguarding Policies and Procedures

All of the following policies are up to date:

- Allegations against staff
- Anti-bullying
- Behaviour
- Children missing from education
- Data protection
- Equality information and objective statement
- First aid
- Health and Safety
- Online safety
- Recruitment and selection
- Relationships and Sex Education
- Safeguarding and Child Protection
- Staff Code of Conduct
- Whistle-blowing

Vulnerable Pupils

	Number of pupils
Children with an Education, Health and Care (EHC) plan	16
Children with a Child Protection (CP) plan	3
Children with a Child in Need (CIN) plan	3
Looked-after Children (LAC)	2

Referrals and Incidents

	Number
Allegations against staff	1- groundless, no crime committed
Child protection referrals	2
Reported bullying incidents	0
Reported online safety incidents	2
Number of terror/extremism concerns	0
Number of Female Genital Mutilation (FGM) concerns	0
Number of forced marriage concerns	0
Number of mental health concerns	2

Attendance and Exclusions

	Number / Percentage
Fixed-term exclusions	8
Permanent exclusions	0
Attendance rate	95.7% (vs National Average- 90.9%)
Persistent absentees	62 (9% vs National Average- 28%)

Summary and Improvement Plan

Our robust reporting and record-keeping systems ensure all information is kept up to date and can be used to inform the DSL's decision-making processes. Safer recruitment procedures ensure all job adverts contain a safeguarding element and all interviews included at least 1 safeguarding question. Following Ofsted's report on child-on-child abuse, we have integrated this into our annual training.

Improvements: The school will carry out an online safety risk assessment with particular attention paid to social media and child-on-child abuse. We will expand the PSHE curriculum to include online consent, peer-pressure and sexting.